

Flagstaff MSA TERM Report

Training & Education Resource Model

Score = average of the five percentiles, using weights 3, 3, 1, 1, 1
see notes for explanations of each column

| Rank | CIP Code | CIP Title | P e r c e n t i l e s | | | | | | Labor Market Data | | | | | BLS Ed & Train Code |
|------|----------|--|-----------------------|-----------|------|------|-------------|-----------------|-------------------|-------------|------------|---------------|-----------------|---------------------|
| | | | Score | Open-ings | Wage | ONET | Growth rate | Turn over ratio | Open-ings | Hourly Wage | ONET Score | Growth Rate % | Turn over ratio | |
| 1 | 46.02 | Carpenters | 78.2 | 81 | 85 | 38 | 77 | 92 | 77 | 19.00 | 497 | 11.5 | 3.8 | 9.0 |
| 2 | 52.02 | Business Administration, Management and Operations | 73.5 | 50 | 100 | 88 | 65 | 58 | 22 | 23.94 | 647 | 8.7 | 2.2 | 8.0 |
| 3 | 46.05 | Plumbing and Related Water Supply Services | 71.8 | 46 | 88 | 81 | 85 | 77 | 19 | 20.75 | 604 | 12.2 | 2.7 | 9.0 |
| 4 | 51.16 | Nursing | 68.4 | 73 | 92 | 92 | 4 | 23 | 38 | 21.57 | 671 | 4.0 | 1.1 | 6.3 |
| 5 | 49.02 | Ground Transportation | 63.7 | 77 | 58 | 31 | 58 | 81 | 67 | 14.22 | 487 | 8.2 | 2.9 | 10.3 |
| 6 | 46.04 | Building/Construction Finishing, Management, and Inspection | 62.4 | 85 | 42 | 58 | 62 | 62 | 83 | 12.49 | 560 | 8.4 | 2.4 | 10.0 |
| 7 | 52.17 | Insurance (NEW) | 62.0 | 35 | 73 | 69 | 96 | 69 | 16 | 16.38 | 572 | 12.5 | 2.4 | 10.0 |
| 7 | 52.19 | Specialized Sales, Merchandising, and Marketing Operations (NEW) | 62.0 | 35 | 73 | 69 | 96 | 69 | 16 | 16.38 | 572 | 12.5 | 2.4 | 10.0 |
| 7 | 52.99 | Business, Management, Marketing, and Related Support Services, Other | 62.0 | 35 | 73 | 69 | 96 | 69 | 16 | 16.38 | 572 | 12.5 | 2.4 | 10.0 |
| 10 | 46.03 | Electrical and Power Transmission Installers | 61.8 | 13 | 81 | 96 | 88 | 88 | 13 | 17.52 | 695 | 12.3 | 3.2 | 9.0 |
| 11 | 43.01 | Criminal Justice and Corrections | 56.4 | 69 | 54 | 85 | 27 | 27 | 33 | 14.05 | 617 | 5.6 | 1.1 | 10.2 |
| 12 | 46.99 | Construction Trades, Other | 52.1 | 62 | 35 | 0 | 81 | 100 | 28 | 10.45 | 354 | 12.0 | 4.6 | 10.0 |
| 13 | 52.04 | Business Operations Support and Assistant Services | 48.7 | 92 | 31 | 19 | 12 | 38 | 149 | 10.33 | 471 | 5.0 | 1.3 | 10.7 |
| 14 | 52.15 | Real Estate | 48.5 | 0 | 96 | 77 | 23 | 48 | 10 | 21.69 | 575 | 5.6 | 1.5 | 7.0 |
| 15 | 46.01 | Mason/Masonry | 47.4 | 4 | 65 | 50 | 73 | 96 | 11 | 15.74 | 550 | 10.6 | 4.3 | 9.0 |
| 16 | 51.06 | Dental Support Services and Allied Professions | 47.0 | 23 | 62 | 62 | 54 | 54 | 15 | 15.10 | 565 | 8.2 | 2.0 | 9.0 |
| 17 | 52.18 | General Sales, Merchandising and Related Marketing Operations (NEW) | 46.2 | 96 | 15 | 35 | 38 | 8 | 339 | 9.13 | 496 | 6.5 | 0.7 | 11.0 |
| 18 | 1.06 | Applied Horticulture/Horticultural Business Services | 43.6 | 88 | 23 | 8 | 35 | 15 | 101 | 9.59 | 446 | 6.0 | 0.9 | 11.0 |
| 18 | 52.03 | Accounting and Related Services | 43.6 | 65 | 46 | 15 | 8 | 35 | 31 | 12.73 | 468 | 4.1 | 1.2 | 10.0 |
| 20 | 43.02 | Fire Protection | 40.4 | 13 | 50 | 100 | 42 | 31 | 13 | 13.20 | 753 | 7.1 | 1.2 | 9.0 |
| 21 | 52.08 | Finance and Financial Management Services | 39.7 | 58 | 27 | 23 | 69 | 12 | 26 | 10.13 | 471 | 9.2 | 0.8 | 11.0 |
| 22 | 12.05 | Culinary Arts and Related Services | 38.5 | 100 | 0 | 12 | 31 | 4 | 599 | 7.27 | 458 | 5.8 | 0.6 | 10.8 |

Flagstaff MSA TERM Report

Training & Education Resource Model

Score = average of the five percentiles, using weights 3, 3, 1, 1, 1
see notes for explanations of each column

| | | | P e r c e n t i l e s | | | | | | Labor Market Data | | | | | BLS |
|------|----------|---|------------------------------|-----------|------|------|-------------|-----------------|--------------------------|-------------|------------|---------------|-----------------|-----------------|
| Rank | CIP Code | CIP Title | Score | Open-ings | Wage | ONET | Growth rate | Turn over ratio | Open-ings | Hourly Wage | ONET Score | Growth Rate % | Turn over ratio | Ed & Train Code |
| 23 | 51.07 | Health and Medical Administrative Services | 33.3 | 42 | 19 | 27 | 46 | 42 | 19 | 9.53 | 476 | 7.6 | 1.4 | 11.0 |
| 24 | 51.26 | Health Aides/Attendants/Orderlies | 32.5 | 27 | 12 | 42 | 50 | 85 | 16 | 8.76 | 521 | 8.0 | 3.0 | 11.0 |
| 25 | 19.05 | Foods, Nutrition, and Related Services | 28.2 | 19 | 38 | 46 | 15 | 19 | 14 | 10.89 | 538 | 5.3 | 1.0 | 8.0 |
| 26 | 13.15 | Teaching Assistants/Aides | 27.1 | 54 | 4 | 4 | 19 | 48 | 25 | 7.64 | 436 | 5.3 | 1.5 | 11.0 |
| 27 | 19.07 | Human Development, Family Studies, and Related Services | 11.1 | 8 | 8 | 54 | 0 | 0 | 12 | 8.53 | 555 | 3.2 | 0.5 | 11.0 |

| Explanations for Each Column of the TERM Report | | |
|---|-------------------------------|---|
| Column | | Explanation |
| A | Rank | This is the rank of the CIP (Classification of Instructional Program) by percentile score as shown in column D. Tie scores get tie ranks. Sometimes scores appear to be a tie, but if carried out to more decimal places, are not. Such CIPs are not assigned tie ranks. |
| B | CIP Code | CIP (Classification of Instructional Programs) code as assigned by the U.S. Department of Education. See Sources note below for more details. |
| C | CIP Title | The title of the training program, as assigned by the U.S. Department of Education Classification of Instructional Programs. |
| D | Score | The score is a weighted average of columns E through I. The weights used are 3, 3, 1, 1, 1, respectively. See Calculation Method note below for more details. |
| E-I | Percentiles | These 5 columns are the percentile scores of the data in columns J through N. Percentiles scores are used to compute different types of data in the model. For example, wages in dollars and growth in percentages. Tie scores produce tie percentiles. |
| J | Openings | The projected number of openings expected per year for the occupations within this CIP. If an occupation is contained in more than one CIP, its openings are distributed evenly among those CIPs. Projected openings based on 2004-2006 occupation projections. |
| K | Hourly Wage | The average of the wages of the occupations contained in this CIP, weighted by the number of openings in each occupation. Wages based on 2004 Occupational Employment Statistics (OES) survey. |
| L | O*NET Score | O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupations within this CIP, weighted by the number of openings in each occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation. See Sources note below for more information. |
| M | Growth Rate | The two-year projected rate of growth in employment of the occupations in this CIP, weighted by the number of openings in each occupation. This number could be negative but usually is not. Occupational growth rate is from the 2004-2006 Occupational Projections produced by the AzDES Research Administration. |
| N | Turnover Ratio | This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the 2004-2006 occupational projections data. |
| O | BLS Education & Training Code | The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that a higher code number indicates a lower amount of education or training time. |
| | | |

| | |
|--|--|
| Calculation method | |
| 1 | Hourly wages were calculated by dividing annual wages by 2080. |
| 2 | The O*NET score was first calculated by occupation using the SOC (Standard Occupational Code). The scores for each 6-digit SOC were calculated by averaging the scores for the 8-digit O*NET SOC's that comprise each 6-digit SOC. |
| 3 | The field of occupations was restricted to those whose BLS Training and Educational code was between 6 and 11 (occupations which require 2 years of training or less.) Note that the lower the training and educational time requirement, the higher the code numbers (see below). |
| 4 | Scores by CIP (Classification of Instructional Programs) (except openings) were calculated by taking an openings-weighted average of the occupations in the CIP. For occupations appearing in more than one CIP, openings were evenly distributed among the CIP. |
| 5 | Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all CIP's involved in the tie. |
| 6 | The following formula determined the score for each CIP: $(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{O*NET percentile} + \text{growth percentile} + \text{ratio percentile}) / 9$ |
| BLS (Bureau of Labor Statistics) Education and Training Codes | |
| 1-5 | Bachelor's degree and higher educational levels were not used for this project. |
| 6 | Associate degree |
| 7 | Post-secondary vocational training |
| 8 | Work experience in related occupation |
| 9 | Long-term on-the-job training |
| 10 | Moderate-term on-the-job training |
| 11 | Short-term on-the-job training |
| Sources | |
| 1 | Openings and wage data are produced by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2004 Occupational Employment Statistics (OES) survey, and openings are from the 2004-2006 occupational employment projections. |
| 2 | For the O*Net score, the O*Net database version 8.0 was used. (www.onetcenter.org/database.html) |
| 3 | CIP / SOC (Standard Occupational Classification) crosswalk source: National Crosswalk Service Center, Department of Education, Des Moines IA 50319, Telephone: 515-242-5034, E-mail: NCSC@ed.state.ia.us . |
| 4 | The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt |
| Questions and Comments | |
| | Direct questions or comments to Rick Van Sickle, 602-542-6481, John Graeflin, 602-542-6492, or Don Wehbey, 602-542-3686, at Research Administration, Arizona Department of Economic Security. |